

TEXAS HIGHER EDUCATION COORDINATING BOARD

SENATE SUBCOMMITTEE ON HIGHER EDUCATION

REQUEST FOR INFORMATION FROM MARCH 29, 2004 HEARING

Update on state nursing shortage – what has Texas done, and what is it doing? (Janek)

Programs

- There are 83 nursing programs in Texas that prepare graduates for initial Registered Nurse (RN) licensure.

Initial RN Licensure Programs

<u>Type of Degree</u>	<u>No. of Programs</u>	<u>% of Total 2003 Enrollment</u>	<u>% of Total 2003 Graduates</u>
Diploma	2	2.5 %	3 %
Associate Degree in Nursing (ADN)	51	56 %	61.4 %
(Bachelor of Science in Nursing (BSN)	30	41.5 %	35.6 %
Universities		33 %	26.3 %
Health-related Institutions		8.5 %	9.3 %

Source: Texas Board of Nurse Examiners; Texas Nurses Association

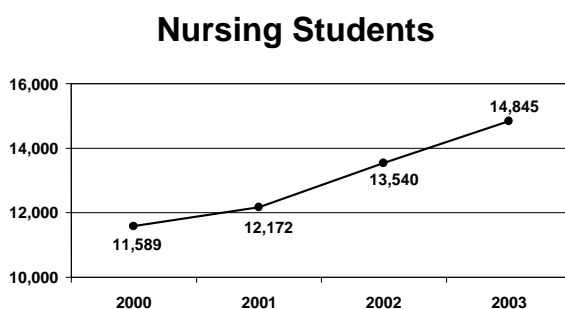
Recent developments and efforts:

- In the last five years, the Texas Higher Education Coordinating Board has approved 35 new nursing degree programs or extensions onto existing nursing degree programs. Of those 35, nine involved Associate Degree in Nursing (ADN) programs, nine involved Bachelor of Science in Nursing (BSN) programs, 12 involved Master of Science in Nursing (MSN) programs, and five involved PhD or Doctor of Science in Nursing (DSN) programs in nursing.
- The Coordinating Board staff, in cooperation with the Texas Department of Health and the Texas Board of Nurse Examiners, is studying the ability of the state's nursing programs to meet the current and future demand for nurses in Texas. Findings and recommendations are expected to be presented at the Coordinating Board's quarterly meeting in July.
- The Nursing Innovation Grant Program (NIGP) provided \$3.04 million in the 2002-03 biennium and \$3.9 million in the 2004-04 biennium to support programs that offer innovative solutions for increasing nursing enrollments and retaining nursing students.

Additional grants, which are expected to fund large pilot projects through 2007, will be made in fall.

Enrollments

- The number of nursing students increased 28 percent from 2000 to 2003.



Source: Texas Nurses Association

- Nursing students are eligible for a wide variety of general financial aid programs administered by the Coordinating Board to serve all students. The Board also oversees a number of relatively small programs (see table below) that specifically target nursing students.

<u>Financial Aid Program</u>	<u>No. of Students</u>	<u>Total Awards</u>
LVN to RN Scholarship	45	\$ 78,500
Professional Nursing Student Scholarship	52	\$ 122,500
Professional Rural Scholarship	18	\$ 27,500
Rural BSN/Graduate Scholarship	14	\$ 32,500
<u>Total</u>	129	\$ 261,000

Source: Student Services Division, THECB

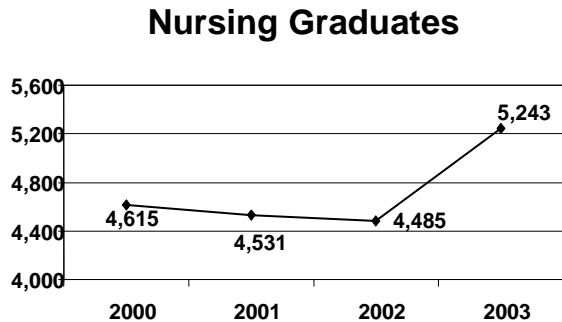
Recent developments and efforts:

- The Coordinating Board approved the Field of Study Curriculum (FOSC) for Nursing in July 2002. This FOSC is a set of courses which, when completed at any Texas public college, university or health science center, transfers and applies to the nursing curriculum at any other Texas public college, university or health science center. By facilitating the transfer of credit for nursing students who have not completed their ADN, students can continue their educations without having to repeat coursework they have already completed. Students who have already completed their ADN can opt to complete the one-semester bridge course for the traditional ADN-to-BSN transition, but for transfer students who do not have the ADN diploma and RN license in hand, completing the FOSC can save them as much as two years of repetitive coursework. The FOSC will be evaluated regularly to assess

its effectiveness in smoothing articulation, improving graduation rates and time-to-graduation, and increasing transfer success for nursing students in Texas.

Graduates

- The number of nursing graduates increased 13.6 percent from 2000 to 2003, but all of the gain was recorded in the final year of that period – from 2002 to 2003.



Source: Texas Nurses Association

Faculty Issues

- Average salaries for nursing faculty are not often competitive with salaries earned by potential nursing faculty employed in nursing practice.

Average Salaries For Full-time Nursing Faculty at Public Institutions in 2003

Rank	Community Colleges		Universities		Health-Related Institutions	
	No	Ave. ** Salary	No	Ave. 9 mo. Salary	No.	Ave. Annual Salary
No Ranking	236	\$ 39,059				
Professor	28	\$ 52,637	36	\$ 75,825	27	\$106,611
Assoc Professor	31	\$ 43,421	59	\$ 59,718	34	\$ 80,086
Asst Professor	37	\$ 40,218	83	\$ 49,574	13	\$ 65,634
Instructor	130	\$ 38,980	5	\$ 37,062	1	\$ 56,000
Other	5	\$ 30,130	283	\$ 43,577	86	\$ 66,809
Teaching Asst.			2	\$ 36,000	1	\$ 48,000
All Ranks	467	\$ 40,137	468	\$ 49,054	162	\$ 75,952

** 2001 Salaries for Community College Nursing Faculty. Source: Institutional data reported to the THECB

- Recent developments and efforts:
 - Coordinating Board Chairman Jerry Farrington is particularly interested in the nursing shortage issue. He has convened meetings of Coordinating Board staff and health-

care facility officials to develop responses to it. Inadequate numbers of nursing faculty appears to be a major problem.

Higher salaries offered by health-care facilities attract many potential faculty members. Some health-care facilities, however, are collaborating with higher education institutions in sharing nurses to meet the needs of both.

In addition, there are Board of Nurse Examiners rules that limit the number of students that each faculty member can supervise during clinical instruction. This ratio of faculty to students currently affects the number of students that a nursing program can admit in a given year. Possibly, however, the teaching capacity of nursing faculty could be expanded by using preceptors – practicing nurses employed by health-care facilities and who are supervised by nursing faculty – to train greater numbers of nursing students.

State Funding

- State support for nursing education totals almost \$230 million for the biennium. Of that amount, 96 percent is appropriated through formula funding.

State Funding Generated for Nursing Programs by Source, Public Higher Education Institutions (*Estimates denoted in italics*)

<u>Source of Funding</u>	<u>FY 2004</u>	<u>FY 2005</u>	<u>Total</u>
<u>Formula Funding</u>			
Community Colleges	\$ 48,062,330	\$ 48,062,330	\$ 96,124,660
Universities	\$ 38,031,610	\$ 38,031,610	\$ 76,063,220
Health-related Institutions	\$ 23,893,853	\$ 23,893,853	\$ 47,787,706
<u>Non-Formula Funding</u>			
<u>Enrollment Growth Funding</u>			
Community Colleges	\$ 500,000	\$ 500,000	\$ 1,000,000
Universities	\$ 2,000,000	\$ 2,000,000	\$ 4,000,000
Health-related Institutions	\$ 0	\$ 0	\$ 0
Nursing Innovation Grant Program	\$ 2,025,000	\$ 2,025,000	\$ 4,050,000
Financial aid specifically targeted to RN nursing students	\$ 261,000	\$ 261,000	\$ 522,000
<u>Totals</u>	\$ 114,773,793	\$ 114,773,793	\$ 229,547,586

Source: Finance, Campus Planning and Research Division; Universities and Health-related Institutions Division, THECB

Recent Developments and Efforts

- The Coordinating Board staff has proposed *formula funding recommendations*, totaling \$46.4 million, for consideration by the 79th Texas Legislature:

- A \$13.2 million Nursing Growth Supplement (Commissioner's recommendation) for community colleges that exceed 3 percent growth in fall 2006 and 6 percent growth in fall 2007 in LVN and RN programs.
- A \$5.3 million Nursing Growth Supplement for universities that exceed 3 percent growth in fall 2006 and 6 percent growth in fall 2007 in nursing programs.
- A \$5 million Nursing Growth Supplement for health-related institutions that exceed 3 percent growth in fall 2006 and 6 percent growth in fall 2007 in nursing programs.
- A new formula funding rate for master's and doctoral degree programs at health-related institutions to increase capacity in graduate programs (estimated \$2.9 million biennial cost).
- A \$20 million Nursing Success Supplement (Commissioner's recommendation) distributed to all programs at community colleges (estimated \$8 million share), universities (estimated \$8 million share) and health-related institutions (estimated \$4 million share) based on the number of RN nursing graduates